

Salary Guide

1/1/78-12/31/78
1/1/79-12/31/79

THIS DOES NOT
CIRCULATE

07-02

By this Agreement, entered into this *25th* day of *January* 1979,

by and between:

Essex

THE BOARD OF TRUSTEES OF THE BLOOMFIELD PUBLIC LIBRARY, hereinafter referred to as "The Board", and

THE STAFF ASSOCIATION OF THE BLOOMFIELD PUBLIC LIBRARY, hereinafter referred to as "The Staff Association",

It is agreed between them as follows:

1. That the Salary Guide attached hereto, effective January 1, 1978, approved by the Board on September 26, 1978, marked "Schedule A", replaces all Salary Guides heretofore approved and adopted by the Board;
2. That the Salary Guide, Schedule A, shall be in effect for a period of one year, beginning January 1, 1978, and expiring on December 31, 1978;
3. That the Salary Guide, Schedule A, shall cover all full-time salaried employees of the Bloomfield Public Library, including those employees employed during the calendar year 1978, a step increment to be given only to those employed for one year as of January 1, 1978, and including those employed for one year as of January 1, 1978, and terminated by resignation, retirement, layoff, or death, but excepting the Director and Assistant Director, whose salaries are fixed by the Board;
4. That while the Salary Guide, Schedule A, will be in effect as of January 1, 1978, payment under that Guide will not begin until November 1, 1978, but will be retroactive to January 1, 1978;
5. That the amount due each employee for retroactive pay will be in one lump sum on October 31, 1978;
6. That the Longevity Provision which is part of the Salary Guide, Schedule A, shall be incorporated into the annual salaries of employees to whom it is applicable, and shall be paid on a pro-rated basis as part of each pay period;
7. That hourly employees employed during the calendar year 1978, who have been employed for one year as of January 1, 1978, and whose present hourly wage is below \$5.00 per hour, receive an increase of \$.25 per hour for the calendar year 1978, retroactively to January 1, 1978, payment to be

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as of January 1, 1979, and terminated by resignation, reitrement, layoff, or death;

15. That a Terminal Leave Provision is made in which any salaried employee who notifies the Director of his intention to retire, and who subsequently applies for and receives a pension immediately upon his retirement under the Public Employees' Retirement System, will receive \$10.00 for each unused sick day up to and including 50 days, or the sum of \$500.00;

16. That this Agreement is made expressly subject to conditions of employment as set forth in the Staff Manual of the Bloomfield Public Library, effective ~~November 6, 1974~~, and the Amendments thereto dated April 8, 1976 and February 22, 1977.

IN WITNESS WHEREOF, this Agreement is executed by the Officers of the parties hereto the day and year first above written.

ATTEST:

Edward H. Huns
Secretary

BOARD OF TRUSTEES OF THE
BLOOMFIELD PUBLIC LIBRARY

Louis P. Focelle
President

ATTEST:

Denise Koller
Secretary

THE STAFF ASSOCIATION OF THE
BLOOMFIELD PUBLIC LIBRARY

Ina Campbell
President

AN AGREEMENT BETWEEN THE BOROUGH OF WHARTON, A MUNICIPAL CORPORATION IN THE STATE OF NEW JERSEY WITH OFFICES AT 10 ROBERT STREET, WHARTON, NEW JERSEY (Hereinafter called the "Borough")

-and-

MEMBERS OF THE WHARTON PUBLIC WORKS DEPARTMENT NEGOTIATING COMMITTEE WITH OFFICES AT 180 WEST CENTRAL AVENUE, WHARTON, NEW JERSEY (Hereinafter called the "Committee")

WHEREAS, pursuant to and in accordance with the spirit and soundness of collective bargaining; and

WHEREAS, negotiations between the Borough and Committee have resulted in an agreement respecting the terms and conditions of employment;

NOW, THEREFORE, it is mutually agreed by and between the parties as follows:

Section 1. All provisions relating to Borough employment not specifically covered by this contract will be covered by the Borough Personnel Code. The Borough Personnel Code is hereby incorporated in this contract by reference.

Section 2. The Borough Personnel Code will be the controlling document should a contractual ambiguity arise.

Section 3. Salaries and Wages.

	<u>1978</u>	1979	1980
Laborer	<u>5.15</u>	\$5.40	\$5.65
Truck Driver	<u>5.40</u>	5.65	5.90
Jr. Machine Operator	<u>5.65</u>	5.90	6.15
Sr. Machine Operator	<u>5.85</u>	6.10	6.35

Sunday/holiday work paid at double time. Saturday work paid at time and one-half, provided that the minimum of forty (40) hours of work for the week has been satisfied.

Section 4. Call-Out Time. Minimum of four (4) hours call-out time at time and one-half provided that the minimum of 40 hours of work for the week has been satisfied. Call-out hours are established from 9:00 P.M. to 5:00 A.M.

Section 5. Standby Time. Mandatory standby schedule is in effect from November 1st through March 31st. No mandatory standby schedule between April 1st and October 31st. A call-out list will be used for the period April 1st through October 31st.

Section 6. Meal Allowance. Overtime of four hours or more under any conditions will entitle employee to a meal allowance of \$5.00, which includes the gratuity.

Section 7. Sick Leave. Employees will receive six (6) sick days per calendar year. Unused sick leave will not be carried over to the next calendar year.

Section 8. Emergency Leave Definition. "Grandparents" is included in the term "immediate family" relative to Section 11(a) of the Borough Personnel Code.

Section 9. Employee Representative. Any employee covered by this agreement shall be permitted to have a designated employee representative at any hearing on any level where the hearing might result in a formal written reprimand or penalty of a more severe nature.

The function of the employee representative is to attend the hearing when requested to do so by either party; however, if the employee permits a hearing without the presence of the employee representative, it shall be deemed to have been waived.

The employee representative may request a meeting with his immediate superior to discuss grievances concerning the rules as related to all employees.

Any meeting will be held before or after regular working hours.

The employee representative will be elected among the employees and serve during the term of this contract. Once an employee has served his term, he may not succeed himself for a period of three years.

Section 10. Term of Agreement. This agreement shall take effect and be retroactive to January 1, 1979, and shall remain in effect and in full force until midnight December 31, 1980.

In witness whereof the parties hereby agree to be bound by this agreement and have hereunto set their hands this _____ day of _____, 1979.

PUBLIC WORKS NEGOTIATING
COMMITTEE

Ronald Nametko

Joseph Rolph

John Craven

BOROUGH NEGOTIATING COMMITTEE

A.P. Guadagnino, Chairman

Thomas P. Beirne, Councilman

George Stafford, Councilman

H.J. Marks, Jr., Mayor

(Initial) Yes No III
Engl Rep R.J. Marks, Jr. Yes 8 - No 0 Absent 2

JAN 29 10 56 AM '79

PERC

SALARY GUIDE -- EFFECTIVE 1/1/78

BLOOMFIELD PUBLIC LIBRARY

PROFESSIONAL POSITIONS

Steps	<u>Supervising Librarian</u>	<u>Senior Librarian*</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
1	\$11,736	\$10,888	\$ 9,722	\$8,026
2	12,266	11,312	10,093	8,344 (9 cr.)
3	12,796	11,736	10,464	8,662 (18 cr.)
4	13,326	12,160	10,835	8,980 (27 cr.)
5	13,856	12,584	11,206	
6	14,386	13,008	11,577	
7	14,916	13,432	11,948	
8	15,446	13,856	12,319	
9	15,976	14,280	12,690	
10	16,506	14,704	13,061	
	10 steps @ 530	10 steps @ 424	10 steps @ 371	4 steps @ 318
Incre- ment	530	424	371	318
Min.	11,736	10,888	9,722	8,026
Max.	16,506	14,704	13,061	8,980

Longevity Provision: \$200 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200.00 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200.00 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further,

an additional \$200.00 following the completion of 25 calendar years of service, from the 25th through the 30th year.

* Also Senior Librarian, Reference

"Schedule A"

Approved and adopted by the Library
Board of Trustees on September 26, 1978.

BLOOMFIELD PUBLIC LIBRARYNON-PROFESSIONAL POSITIONS

Steps	Admin. Secy.	Lib.Ex.Art- ist & Aud. Vis. Sup.	Sup. Lib. Asst	Prin. Lib. Asst.*	Senior Lib. Asst.	Junior Lib. Asst.**	Senior Bldg.Maint. Worker
1	9,934	9,086	8,238	7,708.00	7,178	6,330	7,708
2	10,358	9,510	8,609	8,052.50	7,496	6,595	8,026
3	10,782	9,934	8,980	8,397.00	7,814	6,860	8,344
4	11,206	10,358	9,351	8,741.50	8,132	7,125	8,662
5	11,630	10,782	9,722	9,086.00	8,450	7,390	8,980
6	12,054	11,206	10,093	9,430.50	8,768	7,655	9,298
7	12,478	11,630	10,464	9,775.00	9,086	7,920	9,616
8	12,902	12,054	10,835	10,119.50	9,404	8,185	9,934
9	13,326	12,478	11,206	10,464.00	9,722	8,450	10,252
10	13,750	12,902	11,577	10,808.50	10,040	8,715	10,570
	10 steps @ 424	10 steps @ 424	10 steps @ 371	10 steps @ 344.50	10 steps @ 318	10 steps @ 265	10 steps @ 318
Min.	9,934	9,086	8,238	7,708.00	7,178	6,330	7,708
Max.	13,750	12,902	11,577	10,808.50	10,040	8,715	10,570

Longevity Provision: \$200 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200.00 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200.00 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further,

an additional \$200.00 following the completion of 25 calendar years of service, from the 25th through the 30th year.

* Also Principal Library Assistant and Telephone Operator; Principal Library Assistant, Typing; and Principal Account Clerk, Typing.

** Also Library Clerk Driver

"Schedule A"

Approved and adopted by the Library
Board of Trustees on September 26, 1978

SALARY GUIDE -- EFFECTIVE 1/1/79

BLOOMFIELD PUBLIC LIBRARY

PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Supervising Librarian</u>	<u>Senior Librarian*</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
1	12,440.16	11,541.28	10,305.32	8,507.56
2	13,001.96	11,990.72	10,698.58	8,844.64 (9 cr.)
3	13,563.76	12,440.16	11,091.84	9,181.72 (18 cr.)
4	14,125.56	12,889.60	11,485.10	9,518.80 (27 cr.)
5	14,687.36	13,339.04	11,878.36	
6	15,249.16	13,788.48	12,271.62	
7	15,810.96	14,237.92	12,664.88	
8	16,372.76	14,687.36	13,058.14	
9	16,934.56	15,136.80	13,451.40	
10	17,496.36	15,586.24	13,844.66	
	10 steps @ 561.80	10 steps @ 449.44	10 steps @ 393.26	4 steps @ 337.08
Incre- ment	561.80	449.44	393.26	337.08
Min.	12,440.16	11,541.28	10,305.32	8,507.56
Max.	17,496.36	15,586.24	13,844.66	9,518.80

Longevity Provision: \$200.00 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200.00 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further;

an additional \$200.00 following the completion of 25 calendar years of service, from the 25th through the 30th year.

* Also Senior Librarian, Reference

"Schedule B"

Approved and adopted by the Library
Board of Trustees on September 26, 1978.

SALARY GUIDE -- EFFECTIVE 1/1/79

BLOOMFIELD PUBLIC LIBRARY

NON-PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Admin. Secy.</u>	<u>Lib.Ex.Art- ist. & Aud. Vis. Sup.</u>	<u>Sup. Lib. Asst.</u>	<u>Prin. Lib. Asst.*</u>	<u>Senior Lib. Asst.</u>	<u>Junior Lib. Asst.**</u>	<u>Senior Bldg.Maint. Worker</u>
1	10,530.04	9,631.16	8,732.28	8,170.48	7,608.68	6,709.80	8,170.48
2	10,979.48	10,080.60	9,125.54	8,535.65	7,945.76	6,990.70	8,507.56
3	11,428.92	10,530.04	9,518.80	8,900.82	8,282.84	7,271.60	8,844.64
4	11,878.36	10,979.48	9,912.06	9,265.99	8,619.92	7,552.50	9,181.72
5	12,327.80	11,428.92	10,305.32	9,631.16	8,957.00	7,833.40	9,518.80
6	12,777.24	11,878.36	10,698.58	9,996.33	9,294.08	8,114.30	9,855.88
7	13,226.68	12,327.80	11,091.84	10,361.50	9,631.16	8,395.20	10,192.96
8	13,676.12	12,777.24	11,485.10	10,726.67	9,968.24	8,676.10	10,530.04
9	14,125.56	13,226.68	11,878.36	11,091.84	10,305.32	8,957.00	10,867.12
10	14,575.00	13,676.12	12,271.62	11,457.01	10,642.40	9,237.90	11,204.20
	10 steps @ 449.44	10 steps @ 449.44	10 steps @ 393.26	10 steps @ 365.17	10 steps @ 337.08	10 steps @ 280.90	10 steps @ 337.08
Min.	10,530.04	9,631.16	8,732.28	8,170.48	7,608.68	6,709.80	8,170.48
Max.	14,575.00	13,676.12	12,271.62	11,457.01	10,642.40	9,237.90	11,204.20

Longevity Provision: \$200.00 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200.00 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200.00 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further,

an additional \$200.00 following the completion of 25 calendar years of service, from the 26th through the 30th year.

* Also Principal Library Assistant and Telephone Operator; Principal library Assistant, Typing; and Principal Account Clerk, Typing.

** Also Library Clerk Driver

"Schedule B"

Approved and adopted by the Library
Board of Trustees on September 26, 1978.